

**AMENDMENT TO THE AMENDMENT
IN THE NATURE OF A SUBSTITUTE
OFFERED BY MR. DAVIS OF ILLINOIS**

Page 2, after the item relating to section 603, add the following:

“604. Greater diversity in postal service executive and administrative schedule management positions.”.

Page 128, after line 21, add the following:

1 SEC. 604. GREATER DIVERSITY IN POSTAL SERVICE EXECU-
2 TIVE AND ADMINISTRATIVE SCHEDULE MAN-
3 AGEMENT POSITIONS.

4 (a) STUDY.—The Board of Directors shall study and,
5 within 1 year after the date of enactment of this Act, sub-
6 mit to the President and Congress a report concerning the
7 extent to which women and minorities are represented in
8 supervisory and management positions within the United
9 States Postal Service. Any data included in the report
10 shall be presented in the aggregate and by pay level.

11 (b) PERFORMANCE EVALUATIONS.—The United
12 States Postal Service shall, as soon as practicable, take
13 such measures as may be necessary to ensure that, for
14 purposes of conducting performance appraisals of super-
15 visory or managerial employees, appropriate consideration
16 shall be given to meeting affirmative action goals, achiev-
17 ing equal employment opportunity requirements, and im-

1 plementation of plans designed to achieve greater diversity
2 in the workforce.

3 (c) DEFINITION.—For purposes of this section, the
4 term “Board of Directors” has the meaning given such
5 term by section 102 of title 39, United States Code (as
6 amended by section 101 of this Act).

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Page 2, after the item relating to section 603, add the following:

“604. Plan for assisting displaced workers.”.

Page 128, after line 21, add the following:

1 SEC. 604. PLAN FOR ASSISTING DISPLACED WORKERS.

2 (a) PLAN.—The United States Postal Service shall,
3 before the deadline specified in subsection (b), develop and
4 be prepared to implement, whenever necessary, a com-
5 prehensive plan under which reemployment assistance
6 shall be afforded to employees displaced as a result of the
7 automation or privatization of any of its functions.

8 (b) REPORT.—Not later than 1 year after the date
9 of enactment of this Act, the United States Postal Service
10 shall submit to its Board of Directors (within the meaning
11 of section 102 of title 39, United States Code, as amended
12 by section 101 of this Act) and Congress a written report
13 describing its plan under this section.